

CAFETERIA BENEFIT

Your Cafeteria Benefit is the amount the County of San Luis Obispo contributes toward the cost of your health, dental and vision insurance. For most employees the Cafeteria Benefit amount is determined through the collective bargaining process. Please contact your department's Payroll Coordinator for your benefit amount.

Special notice to Part-time Permanent Employees in most job classifications: The amount of the monthly cafeteria benefit granted will be calculated using hours paid. Your Payroll Coordinator will tell you if proration of this benefit applies to you.

The County will automatically apply your cafeteria amount to the cost of the plans you select. Any amount of the Cafeteria Benefit not used to pay for your benefits will be given to you as **taxable income**.

Waiving Health Insurance: Unlike dental and vision insurance, the purchase of health insurance through the County is not mandatory. If you can provide proof of other coverage you may waive County health insurance and your Cafeteria Benefit will be used in the following manner:

Cafeteria Benefit: \$\$\$\$

Applied to: The monthly cost of your dental coverage
 The monthly cost of your vision coverage

The Cafeteria Benefit will then be reduced by the amount the County contributes specifically for the purchase of CalPERS health insurance.

The unused balance of your Cafeteria Benefit will be divided in half and paid to you 24 times per year as part of your payroll and will be treated as **taxable income**.

Any questions about your Cafeteria Benefit can be directed to Risk Management at 781-5007, or to your Departmental Payroll Coordinator.